

Faculty Senate Minutes
Southwest Tennessee Community College
Tuesday, November 8, 2022, 3:00 PM
Union Ave. Campus, UF 304

1. Call to order and roll

Joyce Johnson called the meeting to order at 3:00. Doug Branch took the roll.

Joyce Johnson (22-24) **President**

Division Senators, Humanities, Social Sciences, and Mathematics

Doug Branch (21-23) **Secretary**

Lake Newton (22-24)

Melissa Reyna (21-23) **Parliamentarian**

Annie Sultana (22-24)

MaLinda Wade (21-23) (absent)

Division Senators, Business and Technologies

Timothy Harrison (21-23)

Derrick Wheatley (22-24) **Vice-President**

Division Senators, Health and Natural Sciences

Shilpa Desai (22-24) **Treasurer**

Philippe Lubet (22-24)

Rachel “Shelley” Trigg (21-23)

Department Senators

Lindsey Shaidnagle (22-24) Allied Health

Kimberly Taylor (21-23) Business and Legal Studies

Tad Lauritzen Wright (21-23) Communications, Graphic and Fine Arts

Rosalyn McGhee (21-23) Education, Criminal Justice, and Human Services (absent)

Shaun Quinn (22-24) EMS

Stewart White (22-24) Engineering Technologies

Emily Ford (21-23) Languages and Literature

Darrick Slaughter (22-24) Natural Sciences (absent)

Emily Taylor (22-24) Nursing

Khalil Rassy (22-24) Mathematics (absent)

Latorya Parker (21-23) Technologies

Shannon Little (21-23) Social and Behavioral Sciences

2. The reading and approval of the minutes.

The body approved the minutes from the October, 2022 Faculty Senate meeting.

3. Reports from senate officers and senate committees

- A. Derrick Wheatley: Report on regular SEC meeting with Kendricks Hooker, VPAA, and Sindy Abadie, Special Assistant to VPAA.

Derrick's minutes from that meeting, which took place on 11/1/2022, are attached to these minutes as Appendix A.

- B. Joyce Johnson: Update on most recent Faculty Subcouncil meeting.

Joyce's minutes from that meeting, which took place in October, 2022, are attached to these minutes as Appendix B.

- C. Melissa Reyna: Report on divisive concepts training

Melissa noted that there has been much concern among faculty about recent state laws concerning the teaching of "divisive concepts" in public colleges. Having attended a meeting with Heather Stewart, Associate General Counsel for TBR, Melissa told us that her sense is that we can, certainly, discuss divisive concepts in the class. Faculty members still do maintain academic freedom and freedom of speech. What they may not do, for instance, is to try to force students to acknowledge their own racism; neither would the state allow a college or a human resources department to hold a workshop of concepts like "privilege." Melissa stressed that these divisive concepts had to do with discussions specifically about race and religion. Melissa noted that Stewart suggested that the impact on faculty would not be in the classroom so much as, for instance, in the possible content of mandatory faculty training. This meeting was recorded, and Melissa suggested that any faculty member who wishes to see the recording should contact Matthew Lexow.

- D. Joyce Johnson: Report on faculty committees

Joyce reported that she and Doug Branch are getting closer to getting full lists of college committees and that Doug will continue to post the names of committee members as they reach him.

4. Old Business

5. New Business

A: Joyce Johnson: Choosing of 2022-2023 Promotion and Tenure and Promotion and Tenure Appeals Committees

Following the usual protocols, the following faculty members were chosen for these two committees:

Promotion and Tenure Committee: Barbara Roseborough, Wayne Morris, Mary Cook, Shannon Little, Janet Sykes, David Huffman. Alternate 1, Genie Younger; Alternate 2, Vicki Armstrong

Promotion and Tenure Appeals Committee: William Summons, Thomas Midgeley, Amanda Banker, Jason Jennings, William Turner, Joan McGrory, Annie Sultana. Alternate, Julie Fournier

B. Issues and Announcements

One faculty member expressed frustration of being locked out of her building, specifically the Thornton building, before classes. Night classes are a particular problem. And the inability to access offices on Fridays because of locked buildings is an added annoyance.

It was suggested that the faculty member ask her chair to have a key made. Another possible solution would be to send an email to the security chief to ask what might be done about the problem.

Derrick Wheatley announced that this would be his last meeting, as he is taking over as interim chair of Business and Legal Studies. The senate wished him well.

6. Adjournment

Joyce adjourned the meeting at 4:20 PM.

Respectfully Submitted
Doug Branch,
Faculty Senate Secretary

Appendix A

SEC Meeting Minutes

Hooker has been out – nothing to report

DUO Security

- 1/3rd of the students are enrolled
- There was a deadline of 10-31 but it has been extended
- There is a walk-up area at the help desk
- DE students will be exempt from DUO
- At this time, there will be no change in how DUO is accessed
- TBR Mandated

Org Chart

- Has not been updated since the arrival of Dr. Taylor as the Chief Strategy Officer/Chief of Staff
- Areas reporting to Taylor
 - Marketing & Communication
 - Institutional Effectiveness
 - Governance
- Cynthia Graham is no longer with the college

Academic Affairs

- SACSCOC
 - There was a question surrounding Academic Audits/TN Transfer. The question asked if there needed to be a full-time faculty in an area or can the requirements be met with part-time faculty

Student Success Council

- There was a question about faculty representation on the council. There was recently a call for volunteers. If anyone is interested in serving, please contact Cindy Abadie.

Appendix B
Faculty Subcouncil Notes

Discussion Items at Faculty Sub-council October 2022

Office of Academic Affairs Staff Projects Report-Faculty Business Meeting October 2022

Assistant Vice Chancellor Zachary Adams

Advanced Manufacturing Apprenticeship Grant (MIDAS Grant)

Academic Affairs has been continuing to support colleges and their employer partners with federal grant funds for advanced manufacturing apprentices. The east region leads the way this quarter with the number of apprentices served. Northeast State, Walters State, Chattanooga State, and TCAT Knoxville have partnered with us to use these funds. Additionally, our office has been facilitating conversations with new colleges to come on board to serve advanced manufacturing companies through apprenticeship with the help of our colleagues at the Department of Labor. We are excited to be bringing Volunteer State, Nashville State, TCAT Murfreesboro, and TCAT Dickson on board.

If you have a manufacturing company in your service area who may be interested in apprenticeship, please contact Zachary Adams at zachary.adams@tbr.edu. There is plenty of funding to leverage over the next 1.75 years.

Emergency Medical Services Provider Partnership Update

Several EMS Providers have expressed interest in growing their partnership with TBR colleges to offer both credit and noncredit training opportunities. Academic Affairs will be having initial conversations with these employers the week of October 10 and then connect them with the right colleges based on TBR and DOH service areas.

Academic Affairs plans to spotlight these new employer partnerships as a way to showcase the workforce development efforts of our colleges and as a way to recruit additional EMS providers to work with our institutions.

Associate Vice Chancellor Robert Denn

I. Veterans Services

A. Veteran Services Working Group

Heidi Leming and Robert Denn are co-chairing a joint Student Success/Academic Affairs working group whose mission is to promote access, completion, and civilian employability for our veterans. Group membership is as follows:

Paul Morgan, Dean of Students, Jackson State

Amanda Heath, Vice President, TCAT Northwest

Kat Baker, Director of Student Success, Roane State

Cindy Palmer, Extension Campus Coordinator/SCO, TCAT Jackson

Mike Stephens, Electronics Tech Professor, Southwest TN

Amy Hoffman, Coordinator of Adult Learners & Veterans, Vol State

Pamela Bigham, Student Services Coordinator, TCAT Dickson

John Adcox, Veterans Affairs Director/SCO, Northeast State

Melanie Paradise, Director of Admissions & Records, Pellissippi State

Chuck Lopez, Assistant Vice Chancellor for Academic Affairs, TBR

Tiffany Steward, Assistant Vice Chancellor for Student Enrollment and Retention, TBR
Johnathan Button, Associate Vice Chancellor for Student & Financial Aid, TBR
Kristina Krau Waymire, Director of Student Initiatives, TBR
Matthew Gann, Associate Vice Chancellor for Marketing, Digital Strategies, and PR

The group has determined its work will focus on the following areas, led by those in parentheses:

Peer Mentoring (Tiffany Steward)
Mental Health (Kristina Waymire)
Policies/Procedures/Compliance/Audit (pending hire in Student Success)
VA Benefits (pending hire in Student Success)
Employer Connections/Value of Veteran Hires (Robert Denn)
Red, White, and Blue Oval City (Robert Denn)

RWBOC Project team is:

Paul Morgan
Mike Stephens
John Adcox
Chuck Lopez

The mission of the Red, White, and Blue Oval City project is to provide opportunities for active-duty military personnel to start their higher education with a technical college within one-year before their service separation date, so they are prepared for a civilian career soon after their discharge. We plan to leverage the Department of Defense Transition Assistance Program (TAP) that allows servicemembers to attend college full time by counting the TCAT as a ‘temporary duty station.’ TBR has established a uniform Prior Learning Assessment (PLA) process to award college credit for servicemembers’ military training and experience, which will shorten the time to credential. The epicenter for this work will be the Veterans Center on the TCAT Jackson/Blue Oval City campus with plans to take the model systemwide.

B. Chancellor’s Commendation for Military Veterans

Commissioned by the Chancellor, this commendation award is now in its 3rd year. To honor our military veterans who continue to exemplify characteristics of honor, courage, commitment, integrity, duty, respect, discipline, and sacrifice as part of the College System of Tennessee family, each college president will nominate a member of his/her faculty or staff, a student, or an alum, accompanied by a narrative supporting such nomination. The narratives include stories about how the nominee has demonstrated traits listed above as well as how he/she embodies the values of the Tennessee Board of Regents, such as commitment to student success, service to campus and community, courage in adversity, and academic excellence. Dr. Tydings will officially confer the Chancellor’s Commendation for Military Veterans to be awarded by each president on Veterans Day, November 11, 2022, to recognize the service our veterans have given to our country and the strength that our veterans now add to the College System of Tennessee.

II. General Education Core

The General Education Core Steering Committee continued its visioning work for the fall term with its regularly scheduled monthly meeting on September 30. With the Core Competencies established, the committee is now tackling the architecture and distribution model analysis, category learning outcomes, and vertical alignment work. The committee will work in collaboration with the System office Digital Strategies Team to change the ‘Core Culture’ by helping students understand the holistic and integral nature of their general education core experience and its importance in their personal and professional development.

III. TN Open Education

The 9 OER Campus Facilitators have met twice this term and are working on the following projects:

- Monthly Digital Newsletter, which will highlight OER activities on our campuses and at the system and statewide levels. At the time of this writing, the first issue is due to be published at the end of October.
- OER Designator project was piloted by a few community colleges in 2021 and is now being scaled systemwide. The objective is to denote course sections in student Banner interface that are OER-supported, so students can make an informed decision about which courses are more affordable. Southwest TN CC developed a user manual for college IT teams/registrars to replicate the implementation.
- Each facilitator will work with their web design team and marketing departments to elevate the visibility of OER on their campuses. This might include landing pages, banner announcements, and other ideas to increase the OER ‘digital footprint.’
- Four Cycle 3 OER/OEP Grant Project Teams are presenting at the We All Rise Conference:
 - TCAT Knoxville
 - *OEP Student Success and Retention Fast Track*
 - Chattanooga State
 - *MATH 1530 Statistics*
 - ETSU
 - Creating an Engaging and Inclusive Classroom Through OER and OEP –
 - World History since 1500
 - MTSU
 - Laying the Foundation and Opening the Gateway for Teacher Preparation Through Open Educational Resources and Practices

Each faculty-led team will be highlighting how their OER development will incorporate principles of Culturally Responsive Educational practices learned from the recent Summer OEP Institute.

The Facilitators are:

Dyersburg State	Brent Fonville	Asst. Professor of Psychology
Vol State	Agapi Theodorou-Shapiro	Asst. Professor of English
Motlow State	Monica Butler	Asst. Professor of History
Columbia State	Judy Westley	Assoc. Professor of English
Jackson State	Candyce Sweet	Assoc. Professor of English
Walters State	Kelsey Solomon	Asst. Professor of English
Nashville State	Robert Ladd	Asst. Professor of English
Cleveland State	Rebecca Riggs	Assoc. Professor of Chemistry
Southwest TN	Bill Turner	Asst. Professor of Comm/Graphic/FA

IV. Early Postsecondary Opportunities

The EPSO team, led by Dr. Steven Berryhill, is presenting at the We All Rise Conference. Their presentation is entitled, *Early Post-secondary: The Equity Landscape*. This presentation explores some of the ways Early Postsecondary Opportunities (EPSOs) support, encourage, and have expanded equitable postsecondary access and participation to high school students throughout the state of Tennessee. EPSOs are courses and or exams for which high school students can obtain postsecondary credit while they are enrolled in high school or enrolled at both the high school and postsecondary institution concurrently. Several efforts and initiatives have been implemented to push the presence and access of EPSOs. During the 2020-2021 academic school year, a total of 395 Tennessee public schools offered EPSOs, with an average of 2.7 different EPSO types. Dual Enrollment (DE) remains the most popular EPSO in the state of Tennessee, with DE English Composition being the most offered course at 2,152 sections.

The Statewide Dual Credit (SDC) EPSO has significantly contributed to the success and expansion of EPSOs. SDC has contributed an estimated \$13M+ in tuition value to the state of Tennessee, with over 250 schools offering SDC courses. SDC represents the fastest growing EPSO with the program quadrupling in size in two years. SDC data reports that 73% of students are likely to enroll and succeed in postsecondary after high school from SDC exposure, and many student success stories have been recorded. The adoption and use of Open Educational Resources (OER) also contribute to EPSO success to postsecondary pathways.

The Clarksville-Montgomery County School System (CMCSS) piloted an innovative program to individualize the EPSO experience for all of their students. Data shows that CMCSS has increased TN Promise application completion by 2%, tripled the number of students enrolled in Summer Bridge programs at Nashville State Community College (NSCC) and Austin Peay State University (ASPU), and increased FAFSA completion by 7%.

Assistant Vice Chancellor Tachaka Hollins Ready for Industry (RFI)

Eighteen TCATs and nine CCs are meeting bi-weekly to explore Ready for Industry (RFI) implementation models. RFI is a career exploration resource focusing on five in-demand careers, including Construction, Healthcare, Information Technology, Logistics, and Manufacturing.

TBR schools will showcase models in December 2022 and implement in spring 2023.

Assistant Vice Chancellor Chuck Lopez Tennessee Transfer Pathways updates

- **Action Needed: TN Transfer Pathway Webpage Review** – TBR is confirming the accuracy of the information on the Tennessee Transfer Pathway’s website. It has been five years since the last time this audit was completed.

You should have received an e-mail from Jillette Battle listing the TTP’s your institution links to on the TBR website. We need your assistance confirming the accuracy of this information. Additionally, your institutional contact person is listed in the e-mail. Please review this information for accuracy. If the TBR website needs to be updated, please contact Jillette Battle (Jillette.battle@tbr.edu) with your updates.

- **New Tennessee Transfer Pathways:** TBR and THEC have been reviewing the process for reviewing new TTP requests. Faculty from Religious Studies and Supply Chain Management programs reviewed two New TTP programs during a virtual meeting held on October 14. After our staff has developed the curriculum document, we will circulate the summary documents to the TBR CAOs to review the TTPs curriculum virtually before the Articulation, and Transfer Council votes on them through an e-mail vote.

- **Upcoming TTP Reviews Meetings Spring 2023**

Tennessee Transfer Pathway curriculum is reviewed in March and April. The next cohort will include TTPs in Education and Social Sciences. See the schedule below.

Action Needed: You will receive an e-mail this week with a link to nominate faculty representatives for the following programs.

Once the contact information is compiled you and the representative will receive information regarding convening curriculum review on your campus prior to the spring review meetings. This meeting is a broader meeting allowing campuses to provide input from other faculty, advisors, and other stakeholders.

Program	Review Date	Room	Time (CST)
Anthropology	2/15/23	0	:30
Criminal Justice	2/15/23	0	:30
Early Childhood Education (PK-3)	2/16/23	0	:30
Family and Consumer Science	2/24/23	0	:30
Physical Education	2/22/23	0	:30
Political Science	2/23/23	0	:30
Psychology	2/16/23	0	:30
Secondary Education - English	2/22/23	0	:30
Secondary Education - Math	2/23/23	0	:30
Secondary Education - Social Studies	3/02/23	0	:30
Social Work	2/24/23	0	:30
Sociology	3/01/23	0	:30
Special Education	3/02/23	0	:30

Competency-based Education – Updates

The TBR Competency-Based Education Team is providing an opportunity to support the further development of CBE programs across the System. Specifically, General Education faculty members will be invited to participate in the development of CBE General Education courses. These courses will facilitate learning by actively engaging

students in acquiring and demonstrating knowledge, skills, and abilities (competencies) in a CBE modality. Additionally, the development of the courses will aid in the scaling of programs.

Each participating faculty member will receive a one-time payment for the development of a fully designed course--reviewed, and ready for implementation. The first phase of CBE Gen Ed development will include the following 17 designated courses:

General Education	Courses
Communication	COMM 2025 – Fundamentals of Communication, ENGL 1010, ENG 1020 – Composition I & II
Humanities and Fine Arts	ART 1035 – Introduction to Art and MUS 1030 – Introduction to Music
Social and Behavioral Sciences	ECON 2100 – Principles of Macroeconomics; POLY 1030 – American Government; SOCI 1010 – Introduction to Sociology
History	HIST 2010 – Early U.S. History; HIST 2020 – Modern US History
Natural Sciences	Bio 1110, 1120 General Bio I,II; BIOL 2010,2020 A&P I&II; CHE 1110
Mathematics	MAT 1530 – Introductory Statistics; MAT

	1710 – Precalculus Algebra,
Phase II will continue, either Summer 2023 or Fall 2023, with the development of an additional 16 courses.	

Ambassador Program Data Results

The Competency-Based Education Summer Ambassador Project fostered productive discussions about CBE development system-wide. The Ambassadors worked with colleagues at their respective schools and the TBR CBE Team to complete a CBE Needs Assessment. The goal of the Needs Assessment was to initiate conversations and ideation at each campus to identify needs to support the development of CBE. Additionally, the information will provide a compass to support the development of prospectus requirements for Competency-Based Education by Course/Credit-based Approach - Institutional-level Approval.

See the aggregated data from the project at https://tbr.edu/static/a_research/.

Academic Audit - Deadlines

- This year we will have 30 programs being reviewed. Most of the programs being reviewed are included in QAF funding, but we have a few non-QAF funding programs that campuses have decided to review. Your campus may choose either a virtual or on-ground campus visit. TBR will provide up to \$900 per campus to reimburse travel expenses.
- Request for preferred audit date and team members – **October 28**
- Academic Audit Self-Studies are due to TBR – **January 27, 2023**

We have received 90+ faculty volunteers to serve as Academic Auditors. We appreciate the faculty's commitment to the process and willingness to serve.

